Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.
Gain leaders’ trust to sharpen the human capital agenda

Navigate across contexts to create tangible impact

Understand business imperatives, connect people initiatives

**Effective Partnership**

**Technical Expertise**

**Business Acumen**
Our Capabilities

1. Flagship certificate courses for HR professionals
2. Bespoke HR capability journeys for organizations

- Alumni refer someone for an AHLC course: 40%
- HR leaders are a part of our alumni community: 200
- Is the median participant experience: 10 years
- Alumni feel empowered to drive business results: 80%
- HR professionals have received training via our courses: 8000

Flagship certificate courses for HR professionals
Bespoke HR capability journeys for organizations

Delhi
Kolkata
Mumbai
Pune
Hyderabad
Chennai
Bangalore
Colombo
LEARNING EXPERIENCE

1. Register
2. E-Learnings
3. Online Discussion
4. Learning Lab
5. Assignment
6. Comprehensive Assessment
7. Get your courseware
8. Connect with peers
9. Learn from our best consultants
10. Reinforce your learning
11. Certify your learning
Point of View

Our Learning Anchors
M&A LANDSCAPE FOR HR

Post-Merger Integration

Strategic Selection ➔ Valuation ➔ Negotiation ➔ Deal Approvals ➔ Integration Plan Implementation

Strategic Due Diligence

Driving HR Work-streams

- Program Management (Transaction Strategy, Negotiation, Execution)
- Purchase Agreements
- Workforce Considerations
- Compensation and Benefits Harmonization
- Leadership Alignment
- Organization Design and Resource Alignment
- HR Programs, Processes and Operations

Enabling Deal Success

- Change Management
- Communication
- Culture
Course Curriculum

Drive the people agenda in M&A
Learning journey spanning across two contact classes and a comprehensive online assessment

Online Learning Modules*  Online Discussion Boards*

*Active for one year
EVALUATION CRITERIA

- Final Assessment can only be taken after attending all four modules
- Minimum 50% is required in the final assessment
- At least 50% aggregate score is required to complete the certification
HR in Mergers and Acquisitions
Plan for HR work-streams in the M&A process

Objectives

- Explore nature and types of corporate transactions; get an overview of the business imperatives which drive corporate transactions
- Comprehend and familiarize yourself with key concepts and the deal lifecycle in a M&A
- Assimilate the key touch points of the deal and focus on areas where HR plays a role
- Understand the typical HR M&A infrastructure, processes, tools and resources needed to evaluate a target

Outcomes

- Understand HR’s role in corporate transactions
- Gain a comprehensive understanding of M&A timelines and the points of HR intervention
- Plan for HR work-streams in the larger M&A project
- Partner with the business development teams to help meet deal objectives
Objectives

• Introduction to the due diligence process and the critical factors and elements involved

• Understand the typical due diligence process and the best practices that can be used

• Focus on key HR aspects in due-diligence: compensation, benefits, workforce consideration and purchase agreements

• Experience a simulated version of a due diligence process focused on HR specific areas

Outcomes

• Anchor the HR due diligence and get comfortable with various aspects

• Conduct red flag due-diligence across critical HR metrics

• Identify synergies, deal makers, shapers and breakers, liabilities and integration risks

• Build in-depth skills on compensation and benefits considerations
Objectives

- Learn how to build effective integration infrastructure using the Integration Management Office (IMO) Model along with the different approaches to integration and the associated complexities and benefits.

- Develop an understanding of critical HR areas in integration:
  - C&B Harmonization
  - Leadership alignment

- Experience a simulated integration process which covers project management office, governance framework and integration planning.

Outcomes

- Identify areas of integration and the change needs that will arise from it.

- Choose the appropriate integration approach which helps achieve deal objectives.

- Drive the integration process, plan efficiently and effectively to achieve desired results.

- Develop an understanding on integration in critical areas and the best practices to ensure a smooth transition within your organization.
Objectives

• Understand organizational drivers and individual reactions to change; apply Aon Hewitt's change toolkit - plan, enable, engage and sustain

• Map the existing cultures and evaluate paths to culture integration; explore impact of cross-cultural considerations

• Align your communication plan to the needs of the specific phases: pre-deal, during the deal and post-deal

• Get a grip on the various success factors used by organizations to monitor deal objectives

Outcomes

• Own the quality of change management for a seamless integration experience

• Leverage culture as a key driver across the integration phase

• Master the guiding principles of creating a communication plan

• Identify and govern the success factors (particularly from a people) perspective

Deal Success Factors

Focus on enablers to realize people related synergies: change, communication and culture
Architects

Jaidev is an Associate Partner and Regional Lead with the ASA team with responsibility for Asia and the Middle East. He has over 15 years of experience with varied industry and functional expertise. He has worked in strategy consulting, operational excellence and business development roles with a number of leading organizations.

Focus areas from a functional perspective have included organization structuring, workforce planning, HR transformation, transaction support – due diligence and integration, performance management design, leadership assessment and change management.

In his eight years at Aon Hewitt, Jaidev has worked with a number of different government and corporate organizations across a multitude of industries, including financial services, healthcare, manufacturing, transport, financial services and IT/ITES. These projects cover geographies including the Americas, Europe, Middle East and North Africa and South and North Asia.

Jaidev Murti
Associate Partner,
Regional Lead
Aon Strategic Advisory

Jaidev's Mantra
Culture eats strategy over breakfast
Peter Drucker
Nisheeth is a Solution Leader in the Aon Strategic Advisory Practice, Asia Pacific. He is an experienced consultant with varied industry and functional expertise. He has approximately 11 years of consulting experience at Aon Hewitt and a total of 12 years work experience.

His area of expertise includes M&A Advisory, Organization Design, HR Transformation, Leadership Assessment and Employee Engagement. He has rich experience in managing large scale cross border assignments in the aforesaid areas. He also leads the Human Resource Set-up Advisory Consulting space, helping clients to transition smoothly ensuring business continuity.

During his stint at Aon Hewitt, Nisheeth has worked extensively in Talent and Organization consulting space. He has conducted “HR Transformation” for Aon Hewitt’s major clients in India, Middle East and South Asia and has worked in areas such as organization re-structuring, workforce planning, performance management systems, implementing scorecards, conducting assessment centers for key talent, change management and ensuring capability transfer.

Nisheeth Jankar
Associate Partner, Aon Strategic Advisory

Nisheeth’s Mantra
There is no substitute for hard work
Thomas Edison
Registration Details

Take the leap: simple three step registration and welcome real learning
COMMERCIALS, CALENDAR & CONNECT WITH US

Learning Center
Classroom sessions
16 hours

Course Calendar
Click to view

Terms & Conditions
Click to view

Online Discussion Board
Active for one year

Participant Handbook
Pre-reads
10 hours

Certification
Aon Hewitt Certified
HR M&A Professional

Connect with us
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Course Fee (inclusive of taxes)
₹50,000
Participation will be confirmed post payment